

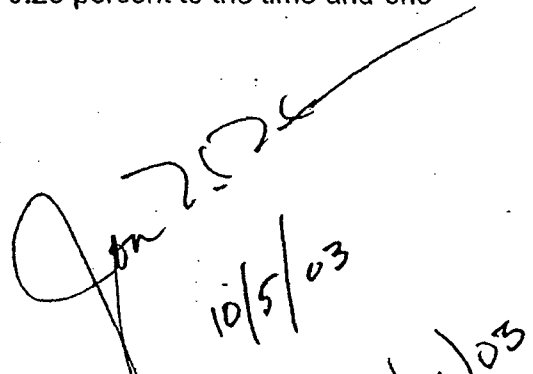
**SIDE LETTER AGREEMENT**  
**Pursuant to Unit 5 Most Favored Nations Clause**  
**Between**  
**California Association of Highway Patrolmen**  
**And The**  
**State of California**

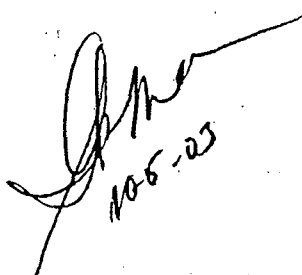
A. The Most Favored Nations Clause, entered into between the California Association of Highway Patrolmen and the State of California on July 25, 2003, and approved by the Legislature on September 12, 2003 in Senate Bill 439 (Stats. 2003, c. 617) provides that if any bargaining unit receives an economic package beyond that provided to the CAHP, then the CAHP may reopen related provisions of its MOU for the purpose of providing similar or equivalent increases to CAHP members. Pursuant to this authorization, and pursuant to the State's finding in 1995 that CHP officers work an extra one-half hour of work per day as compared with comparable law enforcement agencies, the State and CAHP agree to amend section 15.a (Eight and One-Half Hour Work Day) of the 2001-2006 Unit 5 MOU to provide that the compensation for working an additional one-half hour per day be paid at one and one half times the hourly rate. This shall be accomplished through the use of existing appropriations.

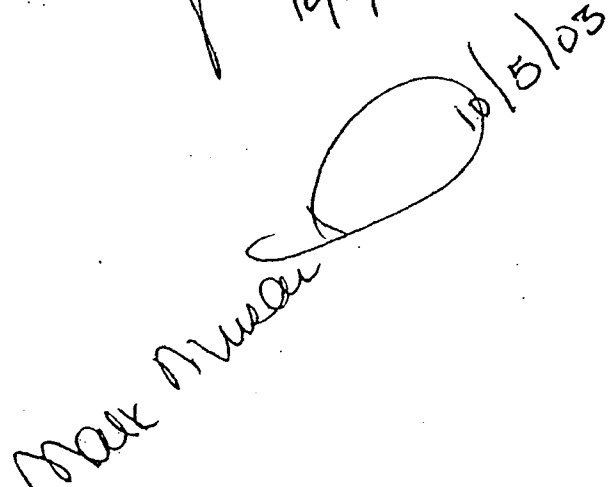
B. The amendment set forth herein in Section A. of this side letter shall be effective January 1, 2004 and shall be for a period of not less than 18 months.

C. The amendments to the aforementioned contract provision shall be accomplished by changing the current straight time multiplier of 6.25 percent to the time-and-one-half multiplier of 9.375 percent.

  
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